

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2362/2023

Mr. Zia Ullah PST BPS-12 GPS Bandai Payeen, District Dir Upper
..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

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4	copy of the relevant page of the APT Rules 1989 is attached is as	A	6
5	Copy of the appointment order dated 05-03-2016	B	
6	Copy of the regularization Act 2017	C	
7	Copy of the regularization order dated 21-03-2018	D	



(Abdur Rahman)
District Education officer (M)
District Dir Upper

BEFORE THE KHYBER PAKHTUNKHWA SERVICE

TRIBUNAL PESHAWAR.

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 10284

Dated 3-1-24

Service Appeal No. 2362/2023

Mr. Zia Ullah PST BPS-12 GPS Bandai Payeen, District Dir Upper
..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

PARA WISE COMMENTS ON & FOR BEHALF OF
RESPONDENTS No.1, 2 & 3.

Respectfully Sheweth:-

PRELIMINARY OBJECTIONS.

1. That the Appellant is not an "aggrieved" person with the meaning of section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974.
2. That the Appellant has got no cause of action /locus standi to file the instant appeal because the Appellant did not come on merit.
3. That the Appellant has not come to this Honorable court with clean hands.
4. That the Appellant is estopped by his own conduct.
5. That the instant service appeal is badly time barred
6. That the appeal is barred by law and limitation.
7. That the appeal in hand is barred by relevant provision of Law/Rules/Policy in field.

ON FACTS.

1. Para -1 of the facts is correct that the appellant was appointed as PST vide appointment order dated 05-03-2016 on ad hoc /temporary basis for a period of one year.
2. Para- 2 of the facts is correct that regularization Act 2017 was promulgated for the employees of the Elementary & Secondary Education Department.
3. Para-3 of the facts is also correct, need no further comments.

4. Para-4 of the facts is correct, furthermore, as per advertisement in the year 2015, the appellant was appointed as PST vide appointment order dated 05-03-2016 having marks/merit 83.44, while after promulgation of the regularization Act 2017, for the employees of the E&SE Department, he has been placed in the seniority list accordingly as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

(“Part-vi) Seniority.

17. Seniority. --- (1) the seniority inters se of civil servants [appointed to a service, cadre or post] shall be determined. ----

(a) In the case of persons appointed by initial recruitments, in accordance with the order of merit assigned by the commission [or, as the case may be, the Departmental selection committee;].)

Thus, as per the rules ibid, the appellant has been placed in his right position in the seniority list. **(copy of the relevant page of the APT Rules 1989 is attached as “A”, Copy of the appointment order dated 05-03-2016 is attached as “B”, Copy of the regularization Act 2017 is attached as “C”, Copy of the regularization order dated 21-03-2018 is attached as “D”).**

5. Para-5 of the facts is correct that the appellant has been placed in the seniority list on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989. Furthermore, terms and condition No.9 of the regularization notification dated 21-03-2018, as for those candidates whose are having same merit position in their first appointment order.

6. Para- 6 of the facts needs no comments.

7. Para-7 of the facts pertains to record.

8. Para-8 of the facts needs no comments.

GROUND.

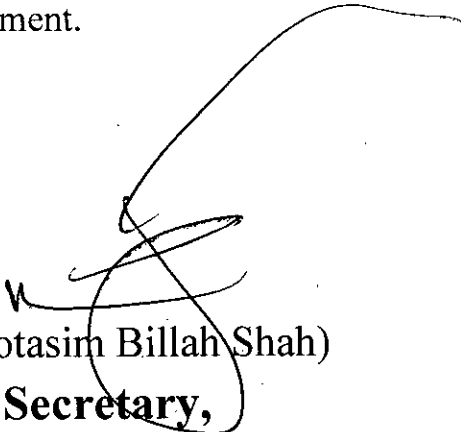
A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list ibid has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

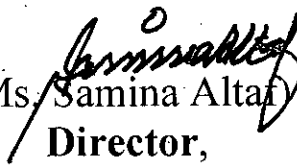
B) Incorrect, hence denied. The appellants have been treated as per law and rules.


- C) Incorrect, details have been submitted in the facts above.
- D) Correct, the appellant has been placed in the seniority list as per rules.
- E) Incorrect, details have been submitted in the facts above.
- F) Legal, however the respondents also seek permission for additional grounds during arguments.

PRAYER.

In the view of the above made submission, it is requested that this Tribunal may very graciously be pleased to dismiss the instant service appeal with cost in favor of the Respondent Department.


(Motasim Billah Shah)
Secretary,
E&SE Peshawar
Respondent No. 1


(Ms. Samina Altaf)
Director,
E&SE Peshawar
Respondent No.2


(Abdur Rahman)
District Education officer (M)
District Dir Upper
Respondent No. 3

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.**

Service Appeal No. 2362/2023

Mr Zia Ullah PST BPS-12 GPS Bandai Payeen, District Dir Upper
..... (Appellant)

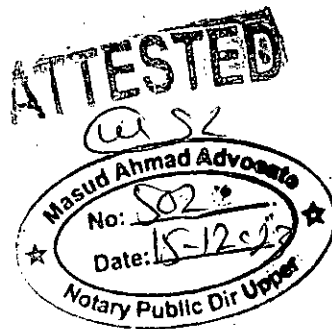
Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

Affidavit

**I, Mr. Abdur Rahman District Education Officer
District Dir Upper** do hereby solemnly affirm & declare on oath that the whole contents of the instant para wise Comments are true & correct to the best of my knowledge and belief. It is further stated on oath that in this appeal the answering Respondents have neither been placed Ex-Party nor their defense has been struck off/ cost.



Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2362/2023

Mr Zia Ullah PST BPS-12 GPS Bandai Payeen, District Dir Upper
..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
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3. District Education Officer (M) Dir Upper.

(Respondents)

AUTHORITY LETTER

I, Mr. Abdur Rahman District Education Officer District Dir Upper do hereby authorized Mr. Syed Alamzeb Shah Assistant Litigation Officer of this office for submission of Joint Para wise comments in Service Appeal No. 2362/2023

Case Titled: Zia Ullah PST BPS-12 GPS Bandai Payeen, District Dir Upper Vs Government of Khyber Pakhtunkhwa & others fixed for hearing on 22-12-2023, hence, an authority letter is hereby issued in favor of the above-named officer.


(Abdur Rahman)

District Education officer (M)
District Dir Upper
Respondent No. 3

17. Seniority.---(1) The seniority inter se of civil servants ¹[appointed to a service, cadre or post] shall be determined.--

- (a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ²[or, as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) In the case of civil servants appointed otherwise, with reference to the dates of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I.---If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

Explanation-II.---If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit.

Explanation-III.---A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-viz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

³[(3) In the event of merger/restructuring of the departments, attached departments or subordinate Offices, the inter se seniority of civil servants affected by the merger / restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.]

18. General Rules.---In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. Repeal.---The Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

1. Substituted for the words "appointment to post in the same Basic Pay Scale in a cadre" by Notification No. SOR.I(S&GAD)4-1/80, dated 17-05-1989.

2. Inserted by Notification No. SORI(S&GAD)4-1/80(V.II), dated 04-02-1996.

3. Added by Notification No. SOR-I(E&AD)4-1/80 (Vol. IV), dated 28-05-2002.

Attested





(B) 7

OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE DIR UPPER "A" -6-

PH No.0944-881400 FAX-0944-880411- email- demisdirupper@gmail.com

OFFICE ORDER

Consequent upon the recommendation of the Departmental Promotion Committee appointment of the following candidates are hereby ordered against the post of Primary School Teachers (PST) Male Wards / School based in BPS-12 (Rs.9055 -650 -28555) @ Rs: 9055 / - fixed plus usual allowances as admissible under the rules on adhoc basis under the existing policy of the Provincial Government, in Teaching Cadre on the terms and condition given below with effect from the date of taking over charge :-

S.#	Name	Father's Name	Merit	Ward/ U.C	Place of Postir
1	RAHMAN ULLAH	GHANI RAHMAN	122.70	BANDAI WARI	GPS Sorai Nehag
2	MUDARAK ZED	MUHAMMAD AYAZ	115.43	BANDAI WARI	GPS Bngani
3	MUHAMMAD AYAZ	MUHAMMAD HAROOM	115.24	BANDAI WARI	GPS Kadow Mankar
4	IFTIKHAR AHMAD	MUHAMMAD SHERIN	111.06	BANDAI WARI	GMPS Badnial
5	SAID ZAMAN	SHAHMAND ROZ	110.40	BANDAI WARI	GPS Korbnini
6	RUHOULLAH	MUHAMMAD IQBAL	107.82	BANDAI WARI	GPS Matar No-2
7	MUHAMMAD IQBAL	SHAH NAWZ KHAN	107.07	BANDAI WARI	GPS Ari Mnzal
8	SHAH HUSSAIN	BACHA AMIN	106.12	BANDAI WARI	GPS Shawkand
9	IKRAM UDDIN	ABDUL BASHIR	104.39	BANDAI WARI	GPS Matar No-2
10	SHAH HUSSAIN	AHMAD RAHIM	102.46	BANDAI WARI	GPS Dular
11	JANZADA	SHAH MAZOL	101.43	BANDAI WARI	GPS Bngani
12	KHAISTAWAR KHAN	AMIR DAD KHAN	100.55	BANDAI WARI	GPS Matar
13	YOUSAF KHAN	MAHMOOD	99.23	BANDAI WARI	GPS Abd Khan
14	LAL ZADA	LABIR KHAN	95.32	BANDAI WARI	GPS Matar
15	GUL SHAD ALI	SHER ZADA	93.63	BANDAI WARI	GMPS Kankal Dular
16	SAID QAHR	MIAN GUL RAHMAN	93.41	BANDAI WARI	GPS Dular
17	HAZ UL HAQ	RAHMAT AMIN	92.92	BANDAI WARI	GPS Badalai Payoon
18	HWAKHAN	AKBAR KHAN	92.11	BANDAI WARI	GPS Jehangiro
19	MUHAMMAD IMRAN	ABDUL HALEEM	91.93	BANDAI WARI	GPS Dabona
20	HASHMAT ALI	WASIT KHAN	90.85	BANDAI WARI	GPS Badalai Bala
21	SAEED ULLAH	HAZRAT JAMAL	90.39	BANDAI WARI	GPS Sorai Nehag
22	SHAH ANWAR KHAN	KHAN BADSHAH	89.06	BANDAI WARI	GPS Seri Nehag
23	AYAZ MUHAMMAD	KHAISTA MUHAMMAD	87.91	BANDAI WARI	GMPS Azad Khali
24	ZIA ULLAH	SYED AHMAD BACHA	87.6	BANDAI WARI	GPS Badalai Payoon
25	INAM ULLAH	AMINULLAH	86.09	BANDAI WARI	GPS Badalai Bala
26	RAFIQ	SHAHMIR	86.02	BANDAI WARI	GPS Sorai Nehag
27	SAMI ULLAH	MOHAMMAD IQBAL	85.76	BANDAI WARI	GPS Matar No-2
28	HABIBUR RAHMAN	AKBAR ZADA	84.52	BANDAI WARI	GPS Mankari
29	MUHAMMAD ISHAQ	GUL MUHAMMAD	84.16	BANDAI WARI	GPS Shawkand
30	UMAR AYAZ	MUHAMMAD AMIN	83.96	BANDAI WARI	GPS Gachall
31	AMIR NAWAZ	GUL ZAMAN	83.89	BANDAI WARI	GPS Jehangiro
32	MUHAMMAD ZEB	FARID KHAN	83.18	BANDAI WARI	GPS Bandal Payeon

TERMS & CONDITIONS:-

1. NO TA/DA is allowed.
2. Charge reports should be submitted to all concerned in duplicate.
3. Appointment is purely on temporary basis initially for one year.
4. They should not be handed over charge if they exceed 35 years or below 18 years of age.
5. Appointment is subject to the condition that their certificates/degrees must be verified from the concerned authorities if any one found producing bogus Certificate will be reported to the law enforcing agencies for further action.
6. His services are liable to termination on one month's notice from either side. In case of resignation without notice his one-month pay/allowances shall be forfeited to the Government.
7. Pay will not be made until and unless a certificate from the concerned authority is issued as his certificates are verified.
8. They should join their post within 15 days of the issuance of this notification. In case of failure to join their post within 15 days of the issuance of this notification, his appointment will expire automatically and no subsequent appeal etc shall be entertained.

Attested

- 10. He will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 11. Their services shall be terminated at any time, in case of his performance is found unsatisfactory during his probation period. In case of misconduct, he will be proceeded under the rules.
- 12. His appointment is made on School based, He will have to serve at the place of posting, and his service is not transferable to any other station.
- 13. Before handing over charge once again their document may be checked if they having no required qualifications they may not be handed over charge.
- 14. No payment will be made so then before making verification from concerned institutions.
- 15. The errors and omissions etc if found at any stage shall be rectified. In cas of termination of Said Candidate, he will have no right to claim the order already issued in any court.

(MOIN-UD- DIN)
 District Education Officer,
 Male dir Upper

Dist: No. 226-S/ / File No. 03C/PST/Appl:2016 NIS /DEO(M)/ADO(P) Dated Dir (U) the 05/03/2016.

Copy forwarded for information and necessary action to the:-

- 1. Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
- 2. District Accounts Officer Dir Upper
- 3. Dy. District Education Officer Male Dir Upper.
- 4. Sub. Divisional Education Officer Male Dir and Wari.
- 5. Official Concerned.
- 6. N/File.

[Signature]
 District Education Officer,
 Male dir Upper

**THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY AND
SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND
REGULARIZATION OF SERVICES) ACT, 2017.**

(KHYBER PAKHTUNKHWA ACT NO. I OF 2018)

*(First published after having received the assent of the Governor of
the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa,
(Extraordinary), dated the 8th January, 2018.)*

**AN
ACT**

*to provide for the appointment and regularization of the services of certain employees
appointed on adhoc or contract basis or appointed in certain projects in the Elementary
and Secondary Education Department in
the Province of the Khyber Pakhtunkhwa.*

WHEREAS it is expedient to provide for the appointment and regularization of the services
of certain employees appointed on adhoc or contract basis or appointed in certain projects in
the Elementary and Secondary Education Department in the Province of the Khyber
Pakhtunkhwa, in the public interest;

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber
Pakhtunkhwa Employees of the Elementary and Secondary Education Department
(Appointment and Regularization of Services) Act, 2017.

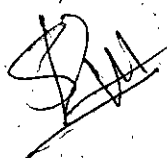
(2) It shall apply to all the employees in the Elementary and Secondary Education
Department, as defined in clause (c) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once and it shall be deemed to have taken effect
from the date of the initial appointment of the employees as referred to in clause (c) of sub-
clause (1) of section 2 of this Act.

2. Definitions.---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means appointment of a duly qualified person for a specific period made otherwise than in accordance with the prescribed method of recruitment;
- (c) "employees" mean duly qualified persons.-

Attested



- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid-out of contingencies;
- (ii) who are appointed in the projects on contract basis in accordance with the project policy; and
- (iii) who are appointed as Junior Clerk in the Elementary and Secondary Education Department by Government after 2013 through National Testing Service;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
- (f) "project" means,-
 - (i) IT/Computer Teachers in Computer Labs Projects in Khyber Pakhtunkhwa (Phase-II);
 - (ii) establishment of five hundreds (500) IT Labs in Government High and Secondary Schools in Khyber Pakhtunkhwa; and
 - (iii) establishment of five hundreds (500) IT Labs in Government High Schools in Khyber Pakhtunkhwa (Phase-III); and
- (g) "teacher" means a teacher of primary, middle, secondary or higher secondary school.

(2) The expressions "adhoc appointment" shall have the same meaning as respectively assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. Regularization of services of employees.---(1) Notwithstanding anything contained in any other law or rules, the employees, who hold posts till the commencement of this Act¹ [or till 30th June 2017, in respect of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, as the case may be], shall be deemed to have been validly appointed on regular basis from the day of the **initial appointment**; provided that-

- (i) they possess the same qualification and experience required for a regular post;

¹ Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested

[Signature]

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- (ii) they have not resigned from their services or terminated from services on account of misconduct, inefficiency or any other ground, before the commencement of this Act¹;

²[Provided that expiry of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, shall not be deemed a ground for non-appointment of an employee on regular basis under this Act; and]

- (iii) the service promotion quota of all service cadres shall not be affected.

(2) The services of the employees shall be deemed to have been regularized only on the publication of their names in the official Gazette.

4. Determination of seniority.---(1) The employees whose service are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all other employees belonging to the same Cadre, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the Cadre, irrespective of their actual date of appointment.


(2) The seniority inter-se of those employees, whose services are regularized under this Act within the Cadre, shall be determined on the basis of their continuous service in Cadre:

Provided that if the date of continuous service in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

5. Overriding effect.--- Notwithstanding anything to the contrary contained in any other law or rules for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rules to the extent of inconsistency to this Act shall cease to have effect.

¹ Replaced vide Khyber Pakhtunkhwa Act No. II of 2019.

² Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested


(6)

**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR**

PH No. 0944-881400-Fax-881400 E-mail: deomdirupper@gmail.com

NOTIFICATION

In pursuance of Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education Appointment & Regularization of Services Act, 2017 (Khyber Pakhtunkhwa Act no.1 of 2018) & Elementary & Secondary Education Department Notification No. SO(S/F)E&S/ED/3-2/2018/ST/17/Contract Dated: 16/02/2018. Services of the following (427) Primary School Teachers of Sub-Division Wari, Dir Upper appointed w.e.f. (03-05-2014 to 23-06-2017) through NTS on adhoc/contract basis, are hereby regularized in BPS-12, on terms and condition given below with effect from the date of their 1st appointment as per details given against each, in the interest of public service.

Sl. No	Roll No.	Name	Address	U/C	Total Marks /200	Name of School	App. Order No	Dated	Date of Taking over Charge	Extension Order No & Date
1	3500100	Sadiqullah	V; Chapper	Chapper	130.0	GPS Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
2	3500200	Anwar Sultani	V; Chapper	Chapper	125.6	GPS Kass Chapper	3273-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3500102	Asghar Ali Ziaur	V; Nasir Abad	Chapper	116.62	GPS Gul Shah Dheral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3500113	Itafman Abdur	V; Nasir Abad	Chapper	113.34	GPS Dheral Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3500112	Rahman	V; Moha Kass	Dislower	112.95	GPS Osoral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
6	3500223	Lahmullah	V; Babu	Chapper	112.68	GPS Nasir Abad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3500702	Nailmullah	V; Charkoom BK	Dislower	112.65	GPS CHANIKUM P	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3500203	Hidayatullah	V; Kakad	Ward	111.62	GPS Fargul	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3500147	Sajid Ali Saleh	V; Wari	Dislower	111	GPS Dheral K Khell	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	350006	Rahman Muhammad	V; Nasir Abad	Chapper	108.35	GPS Jelar No 01	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	350731	Muhammad Rizwan	Vill; Islamabad Akhgram	Akhgram	104	GPS Akhgram Haba	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3500729	Wasimullah	V; Jelar	Chapper	103.78	GPS Shahkani No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3500732	Srajad Din	V; Jelar	Chapper	103.19	GPS Samal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3500309	Saifud Din	V; Sahib Abad	Dislower	103	GPS Dislower	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3500647	Mukhtyar Ali	V; Nasir Abad	Chapper	102.43	GPS Shahkani No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3501133	Isamullah	V; Shahkani	Chapper	99.9	GPS Umar Kot	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
17	791700292	Qanbullah	V; Jughabari	Dislower	91.92	GPS Dheral K Khell	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
18	791700100	Amir Saif	V; Jekot Dheral	Dislower	88.89	GPS Jekot	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
19	7917000166	Zaullah	V; Jughabari	Dislower	81.68	GPS Dheral K Khell	3240-56	03/05/2017	04/05/2017	1578-82.03-05-2016
20	791700596	Amanullah Muhammad	V; Kass Banda	Kotkot	133.45	GPS Gandul	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
21	791700009	Nisar	V; Karbadal	Nelag	124.22	GPS Shahkani	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
22	791700330	Alamgir Khan	V; Dislower	Dislower	117	GPS Dislower	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
23	791700502	Mujahid Hussain	V; Kot Malaganjar	Dislower	110	GPS Kot Malaganjar	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
24	791700025	Ali Akbar	Vill; Pashla	Akhgram	109.74	GPS Pashla	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016

Handwritten signatures and initials:
 A. Mestred
 [Signature]

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Sl. No.	Name	Designation	Grade	Joining Date	Relief Date
105	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
106	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
107	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
108	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
109	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
110	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
111	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
112	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
113	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
114	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
115	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
116	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
117	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
118	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
119	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
120	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
121	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
122	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
123	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
124	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
125	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
126	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
127	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
128	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
129	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
130	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
131	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
132	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
133	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
134	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
135	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
136	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
137	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
138	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
139	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
140	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
141	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
142	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
143	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
144	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
145	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
146	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
147	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
148	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
149	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017
150	Abdullah	V. Medical	B2/20	05/03/2016	11/03/2017

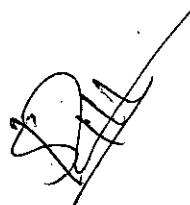
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Terms & Condition

1. Their services shall be governed by the Khyber Pukhtunkhwa Civil Servants Act, 1973, the Khyber Pukhtunkhwa (Appointment, Deputation, Posting & Transfer of teacher, Instructors & Doctors) Regulatory act, 2011, and such rules and regulations as may be issued from time to time by the Government.
2. Their services shall be considered regular and they shall be eligible for pension / deduction of GP Fund in terms of the Khyber Pukhtunkhwa Civil Servant Act, 1973 as amended in 2013.
3. They shall possess the same qualification and experience required for the regular post.
4. Their services are liable to termination on one month notice from either side, in case of resignation without notice, their one month pay/allowances shall be forfeited to the Government.
5. Their regularization shall not affect the promotion quota of existing holders of posts in respective service cadres.
6. The regularization shall not be in favor of those, who have not taken over charge or have remained absent from duty or resigned from service and also not for those who are under disciplinary proceedings.
7. The Employees whose services regularized under the Khyber Pukhtunkhwa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pukhtunkhwa Act No.1 of 2018) or in the process of attaining service at the commencement of Khyber Pukhtunkhwa Employees of Elementary and secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pukhtunkhwa Act No.1 of 2018) shall rank junior to all civil servants belonging to the same service or cadre. As the case may be, who are in service on regular basis on the commencement of the Khyber Pukhtunkhwa Employees of Elementary And secondary Education (Appointment and Regularization of services) act, 2017 (Khyber Pukhtunkhwa Act No.1 of 2018) and shall also junior to such other persons, if any, who, were appointed on regular basis to the respective service or cadre before the commencement of this Act, irrespective of their actual date of appointment.
8. The seniority inter-se of the employees, whose are regularized under this Act within the same service or cadre, shall be determined on the basis of their merit position in such service or cadre.
9. Their seniority shall be determined on the basis of their continuous service in cadre, provided that if the date of continuous services in the case of two or more employees is the same, the employee older in age shall be ranked senior to the younger one.

(ABDUL HAQ)
DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR

Attested


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PST (NTS) Regularization Order


Encl: No. 156167 F.No 158/DEO (M)/ADO (P) ESTD:

Dated 2/13 2018

Copy forwarded to the

1. Director E&SE Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Upper Dir
3. Dy: District Education Officer (M), Upper Dir
4. SDEO (Male) Barawal, Kalkot, Dir, Wari & Sheringal.
5. Teachers Concerned
6. AP EMIS Local Office
7. Office Copy


DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR

Attested


ADO (P) Establishment